Report to the

House Committee on Government Operations
House Committee on Human Services
Senate Committee on Government Operations
Senate Committee on Health and Welfare

On the

Respectful Language Study

Doug Racine, Secretary Agency of Human Services

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Preface

During the 2010 Legislative Session, the General Assembly of the State of Vermont passed Bill S.90, Act 0024. The Bill directed the Agency of Human Services to convene a Workgroup to recommend guidelines for using respectful language in referring to people with disabilities. The Secretary asked the Department of Disabilities, Aging and Independent Living (DAIL) to lead this effort and to insure the workgroup represented a broad perspective on the issues.

The following report outlines the work, findings and recommendations completed by the Respectful Workgroup as outlined in Bill S.90, "An act relating to respectful language in state statutes in referring to people with disabilities". The accompanying guidelines are designed to support state employees in making good word choices, changing attitudes and reversing demeaning stereotypes.

The Workgroup embraced the charge as a valuable opportunity to consider alternatives to language that refer to other Vermonters who have historically been marginalized. With this broader view in mind, the Workgroup discussed words used to describe people who are elderly, are of low income or who misuse substance substances such as drugs and alcohol. While the Workgroup recognized the need to give careful scrutiny to these terms, they did not have the expertise or time set forth by this bill to pursue replacement words. In no way does the exclusion of this terminology in the report mean to suggest the existing language is acceptable.

Special thanks to Senator Anthony Pollina and Representative Patsy French who sponsored this bill; to Green Mountain Self Advocates who took the lead to educate legislators about the issues and importance of using respectful language when referring to people with disabilities; to June Bascom, M.Ed., for

preparing the report; to the members of the Workgroup whose dedication and hard work are reflected in its quality.

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Report on the Respectful Language Study S.90

"Change your language and you change your thoughts."

Karl Albrecht

I. Introduction

The State of Vermont is committed to using respectful language when referring to people with disabilities. Every state agency and department has a role in respectfully and effectively serving all its citizens. Vermont State employees interact with people with disabilities every day in their jobs. State governmental agencies and departments write policies, guidelines and other public communications that refer to people with disabilities. Changing language is one step toward changing attitudes.

In recent years, many states have passed laws eliminating the "R word" (meaning variations of the word "retardation") in state statutes. Bill S.90 started with a proposal to eradicate all antiquated and disrespectful wording in referring to people with intellectual disabilities, such as "mental retardation".

Bill S.90 eventually passed with an expanded charge to identify disrespectful statutory language that referred to all people with disabilities and replace with words that reflect positive views of people with disabilities.

This proved to be an enormous undertaking. The Workgroup struggled with the scope of the bill as there are many words in state statute that, overtime, have become outmoded at best and offensive at worst. It was also important to ensure that alternative wording did not change the intent of any of the statutes.

II. Purpose and Scope of Work

The charge of the Workgroup was to:

- 1. Identify words that should not be used in Vermont statutes, regulation and policies and to suggest in their place words that reflect positive views of people with disabilities;
- 2. Avoid using any language that would change the meaning or intent of state statutes;
- 3. Identify specific statutes that should be addressed by the general assembly;
- 4. Select wording that does not conflict with federal law; and
- 5. Recommend guidelines to support state government agencies and departments to use respectful language.

III. Process

A. How Decisions were Made

The Workgroup met four times between August and November. Between meetings, members of the Workgroup conducted further research to identify appropriate replacement words and shared feedback by email. Research on individual words included talking to local and national advocacy organizations to identify commonly accepted words used by specific constituency groups to refer to specific disabilities.

The group brainstormed and collected and collated all words considered to be disrespectful and then discussed and debated what wording would be the best replacement language.

It was an imperfect process. There was not always agreement as to the best replacement wording. The Workgroup discussed the options and tried to come to consensus on language that would appeal to the greatest number of people and seemed the least offensive and most appropriate for use in the context of law, even if a chosen word was not necessarily one they themselves would have used. The Workgroup understood that, for some words, there would not be full agreement from all people who identify as having the particular disability to which it related.

Alternate words were continually refined and revised. Overtime and with careful consideration, the group developed a list of replacement words they deemed acceptable (see Attachment A).

The process to identify the statutes which contained words that needed replacement was lengthy. Searches were made for specific words and the statutes read to identify potentially disrespectful language. Some words had hundred of citations. Other statutes are worded in such a way that whole sections of the statute were considered in need of rewriting rather than simply replacing a word or two as the language had become so archaic.

Care was taken to ensure that proposed alternative wording would not change the intent or meaning of any of the statutes; would not change eligibility or access to specific benefits; would not alter assessment of a person's capability or capacity to make various kinds of decisions; would not compromise protection of a person or their civil rights or conflict with federal law.

To aid in this endeavor, the identified statutes were reviewed by attorneys who made an effort to confirm that recommended changes did not:

- 1. Unintentionally broaden or narrow the scope of a statute;
- Change language that would be considered a "term of art" or otherwise protects a legal right or precedent associated with a word (e.g., "incompetent", "by reason of insanity");
- 3. Result in an unintentional change in the meaning of a statute; or

4. Replace a word in a definition section that resulted in the use of a word to define the same word.

A spreadsheet was created that lists each individual usage by title, section and chapter (see Attachment B). Unfortunately, subsection citations are not included on the spreadsheet which would make the recommendations clearer to the end users. Instead, recommended words needing replacement are listed in the order in which they appear in each section of a statute. Words or phases that are used repeatedly in a section are listed only once in the spreadsheet under that section. This work resulted in recommended wording changes in 29 out of the 33 statutes, and approximately 150 chapters are included that have one or more recommended wording change.

B. Hard Choices: Complexities and Caveats

Certain principles and practices emerged in the course of searching out disrespectful language and recommending replacements. The workgroup wishes to underscore the following:

- 1. Precision and clarity are critical in conveying any concept. In some statutes, direct language that highlights the difficulties a disability creates in a person's life are necessary because a particular benefit needs to go to people with a specific need and not to all citizens. On the other hand, the crux of some laws is to show there is no intrinsically different value to the lives of people with and without disabilities.
- 2. Members representing specific constituencies conferred with other state and national advocacy organizations to see what was considered acceptable wording to describe certain disabilities or conditions. Members recognize there is not always agreement as to what constitutes acceptable wording. For example, many people identify themselves as "Deaf" (with a capital "D"), being a member of a culturally unique group, and do not consider it a disability. Similarly, some people who are blind who do not object

to being categorized as "the Blind" or having an impairment. Although members of the Workgroup did not like use of the term "impairment", it was found to be acceptable at times, such as when used to describe "visual impairments" and "hearing impairments."

Among older persons, there is little agreement as to whether being described as a senior or an elder is more respectful. There is agreement that it is better to avoid use of "the elderly" as a homogenous class.

- 3. Special care was taken when reviewing phrases that included words "and" and "or" when changing to person-first wording so as not to expand or limit the scope of the statute. For example, a statute that says: "including disabled <u>and</u> elderly people" needed to be changed to "including people who are disabled <u>or</u> elderly" so as not to imply that the referenced groups are people who must be both disabled and elderly.
- 4. The Vermont Statutes Online website was used to locate statutes that contained words and phrases identified as needing replacement. Despite careful use of the search function, it did not always find each use of a word or phrase currently in statute. Additionally, current wording in statutes appeared to change from time to time.

Attorneys participating in the process who used Westlaw software for searches also ended up with different results than Vermont Statute Online.

Late in the process, that it was realized Michie's Legal Resources was the "official" version of the Vermont Statutes Annotated and should have been used to provide the best search results. We regret this may cause confusion when cross-referencing the specific statutory changes recommended in this report.

5. Word searches did not include Vermont Court Rules or Code of Vermont Rules as these did not show up on searches made through Vermont Statutes Online.

Additional caveats:

- 1. For the purposes of this report, differences of opinions regarding replacement language were resolved by using person-first language.
- 2. The work on the Respectful Language Bill focused initially on replacing the term "mental retardation" and similar iterations and synonyms. Replacing "mental retardation" with "intellectual disability" in Vermont statute is not meant to change existing eligibility criteria. In statutes where this is of primary concern, the following language was added: "intellectual disability' replaces what was previously known as 'mental retardation'."
- 3. There was much discussion about how best to refer to mental health conditions. The term "behavioral health" was not considered acceptable since mental health issues may express themselves both in medical and behavioral symptoms. The term mental illness also posed a problem for some but not others. The workgroup settled on using "psychiatric disability" to encompass the broad categories of mental heath and behavioral health even while recognizing that not all mental illness results in a psychiatric disability.
- 4. It was particularly difficult replacing words that were being defined or were part of a definition, especially when there were recommendations for multiple word replacements within one definition resulting in use of the same word in the definition as was being defined. There are places where this was not fully resolved. (The spreadsheet has a comment section where it may indicate when words are part of a definition, but this is not noted in all cases.)

- 5. Antiquated terminology, misunderstood nuances and shifting social mores confounded efforts to detect the exact meaning of some words. Discerning the original intent of some outmoded words was extremely difficult and required deductive reasoning and best guesses.
- 6. Similarly, when trying to find more respectful wording it was difficult to determine the extent of disability meant by certain words used to define a group of people or criteria (e.g., impairment, condition, disability, illness, disorder, disease). It is not imminently clear, for example, which of these words broaden or narrow the criteria.
- 7. The appropriateness of a word was often linked to the context in which the word was used. Some words are considered disrespectful if used in reference to an individual (e.g., defective, infirmed, impaired or diseased) though the same word may be acceptable when used to define a medical condition or circumstance (e.g., defect, infirmity, impairment or disease).
- 8. There will always be wording that goes out of fashion and favor. Therefore, the effort to keep Vermont Statutes linguistically up-to-date must be an ongoing process.
- 9. Some wording considered disrespectful and in need of personfirst language could not be changed because it was in an Executive Order, Interstate Compact, or model or uniform legislation.
- 10. Some words were identified as no longer having a meaningful context and therefore do not have an acceptable alternative replacement.
- 11. It was considered outside the scope and time frame of this bill to find appropriate replacement for some words (e.g.,

"impairment") without extensive input from specific constituency groups.

12. Some words had so many citations in statute (e.g., "ward", "consumer", "client") that a full search and replacement could not be made. Instead general guidance in the list of recommended replacement words should be sufficient to find acceptable alternative language for those sections.

IV. Recommended Guidelines

A. Defining Disability

Disability is a natural part of the living process. A disability is not something that a person "has"; but it is something that occurs when the person, their functional limitation or difference, and the environment, interact. It is best practice to focus on a person's strengths, talents, individuality and ability to function rather than on a medical diagnosis or perception of a lack of ability.

B. Language Choices

Vermont's state administrators and state employees respect the rights of a person, or group of people, to choose how they want to be referred to. The current administration strives to meet respectful language standards in Vermont statute and its publications, but recognizes that, over time, specific word choices will change.

Words that were once considered acceptable language are now seen as potentially disrespectful and unclear in meaning. To avoid difficulties when unsure about terms it is best to use words that point clearly to their meaning (e.g., "psychiatric disability"), while avoiding words that imply meaning which may create subtle, unhelpful images in the mind of the person hearing them (e.g., "crazy").

In an effort to raise awareness about how attitudes are affected by the words we use and to promote the use of respectful language, the following language choices are recommended when working with, and referring to, people with disabilities.

- 1. Call a person by their name and refer to them just as a person, not a diagnosis they may or may not have.
- 2. Do not refer to a disability unless it is relevant to the discussion. This rule is applied in the same way that it is rarely necessary to mention the color of a person's eyes or skin.
- 3. Ask the person what word to use if you need to mention a person's disability.
- 4. Use Person-First Language by putting the person before the disability. This emphasizes personhood. Say: "a person with a disability" rather than a "disabled person" or "the disabled" (see chart below). This may not pertain to all people who are Deaf or Blind, since some people who are Deaf or Blind prefer, the Deaf or the Blind as they may consider themselves a part of a unique cultural group.
- 5. Use words that show you respect the person you are talking with or about; avoid phrases that reinforce stereotypes and perpetuate negative myths.
- 6. Use words that are recovery focused (e.g., "recovering from") instead of words that imply the disability is forever (e.g., "chronic", "living with").
- 7. Avoid words that describe disability as a negative experience. Do not say: "suffering from", "afflicted with" or "victim of."

- 8. Use words that everyone understands. Consider the intended audience and avoid either unnecessarily complex or overly simplified language.
- 9. Avoid the word "normal" to refer to people without disabilities. Say: "a typical student" or "children without disabilities."
- 10. Avoid the word "patient" to refer to a person with a disability unless they are in a hospital or receiving medical treatment.
- 11. Avoid the word "client" to refer to a person with a disability unless the person is voluntarily receiving services from an organization who uses the term to refer to people receiving their services.

The following chart gives examples of how to incorporate personfirst language and other preferred terminology. Attachment A provides a more in-depth list of potentially disrespectful words and replacement options.

Say	Don't Say
He is a person with an intellectual disability; developmental disability	He is retarded; a slow learner
He is a person with	He suffers from; is afflicted with
She is a person with autism	She's autistic; an autistic
They are people with disabilities	They are handicapped; disabled
He is a child with Downs Syndrome	He is a Downs kid; is mongoloid
She was born with that disability	She has a birth defect
Accessible room	Handicapped room
Accessible parking	Handicapped parking
He uses a wheelchair	He's wheelchair-bound; confined to a wheelchair
He has a seizure disorder; epilepsy	He is epileptic; has fits

She is unable to speak; has limited speech	She's mute; dumb
He has a psychiatric disability; is a psychiatric survivor;	He's crazy, a psycho
She is a person without a disability	She is normal
He's just like his typical peers	He's just like normal people
He is successful; productive	He is courageous

C. General Policy Guidance

The State of Vermont is committed to long-term systemic change to end discrimination of people with disabilities. To help accomplish this, it is recommended that state government ensure competent and consistent use of respectful language by expecting each agencies and department to:

- 1. Assess all regulations, policies and guidelines and make changes in language to reflect positive views of people with disabilities;
- 2. Conduct an assessment of materials used to promote and conduct its programs and services;
- 3. Assess the quality of accommodations provided to people with disabilities receiving services;
- 4. Provide training to improve identified skill deficits;
- 5. Invite advocates to staff meetings when policies are made or changed that effect people with disabilities; and
- 6. Model respectful language practices in all meetings and venues where the state conducts its affairs.

V. Legal Protection

People with disabilities are protected by the American with Disabilities Act (ADA), a federal civil rights law passed in 1990 to employment, discrimination eliminate in state public accommodations, facilities, government, commercial transportation and telecommunication. Under the ADA, a person meets the criteria for protection if they have a physical or mental impairment that substantially limits one or more major life activity, have a history or record of such an impairment or is perceived by others as having such an impairment.

The Vermont Human Rights Commission is the state agency responsible for enforcing compliance with the ADA. Administrators and state employees concerned about policies or practices that may be discriminating against people with disabilities should contact the Human Rights Commission.

VI. Supporting Resources

People who work on written products on the behalf of the State of Vermont will benefit from establishing a collaborative working relationship with the disability community to insure that, to the greatest extent possible, terminology is respectful and recognizes individual rights and abilities. The organizations listed below (with links to their websites) are available and willing to work with state government agencies and departments to review terminology and improve cultural competency.

- <u>Deaf Vermonter Advocacy Services</u>
- <u>Disability Rights Vermont</u>
- Green Mountain Self-Advocates
- Vermont Association for the Blind and Visually Impaired
- Vermont Center for the Deaf and Hard of Hearing
- Vermont Center for Independent Living
- Vermont Coalition for Disability Rights
- Vermont Psychiatric Survivors
- Vermont Statewide Independent Living Council

VII. Summary of Recommendations

The Workgroup summarized the following recommendations for consideration by the House Committees on Government Operations and Human Services and Senate Committees on Government Operations and Health and Welfare.

- 1. Draft legislation for consideration by appropriate legislative committees in order to bring Vermont statutes into alignment with guidelines in this report by considering changes outlined in Attachment B.
- 2. Consider an additional search of Vermont Court Rules and Code of Vermont Rules as these were not included in the online search of Vermont statutes.
- 3. Develop a review process of existing legislation to identify and replace words as they become outdated and potentially seen as disrespectful.
- 4. Include advocacy organizations in the review of proposed legislation to help assure appropriate language is used when referring to people with disabilities, who are aging, or are part of a group who have historically been marginalized.
- 5. Create a respectful language policy and accompanying informational guide that includes the guidelines in this report to help ensure the use of respectful language in all sectors of state government.
- 6. Consider implementation of the recommendations outlined in "General Policy Guidance" above.
- 7. Consider drafting legislation or assigning comparable respectful language work concerning substance abuse (drugs and alcohol) and people who are of low income to the Vermont Department of Health – Alcohol and Drug Abuse Program and the Department for Children and Families – Division of Economic Services respectively.
- 8. Develop and disseminate an informational guide on using respectful language to refer to all Vermonters for use by members of the Vermont press corp.

VIII. Conclusion

The work to identify all disrespectful language and come up with appropriate replacement terminology was a much larger task than could be completed in the time allotted by this bill. The nature of the work both in terms of knowing what words have been used in law that need to be replaced and the successful searching of all uses of those words is an imperfect process and more an art than a science. It was not possible for the Workgroup to identify every word and every statute that describes people in a non-respectful manner. The language in statute still needs to be double-checked for offensive terminology and replacement words considered.

There are words that are considered acceptable at this time that will eventually emerge in the future as needing to be replaced with more respectful terminology. Additionally, new statutes will be written that need to be reviewed with respectful language in mind.

The efforts undergone thus far should be seen as a very good start on what is considered a work in progress. This study is just one step in an ongoing process that will result in Vermont's statutes being the most respectful possible and stand as an example to other states.

IX. Attachments

A. General Guidance for Replacement Words

This attachment includes a list of words that were identified as potentially being disrespectful with a cross-reference to more acceptable language. Committees of jurisdiction should use this as reference to guide them in making recommendations for changes in language of current statutes as well as writing future statutes. Not all the words in this list are used in current statute but they are included here to give guidance to the

legislature and state employees when updating or drafting new statutes, regulations, policies, guidelines, reports and other public documents.

B. Replacement Word Suggestions by Statute

This spreadsheet lists the words (by title, chapter, and section) identified in statute as needing replacement. When sorted by title and section, the words to be replaced are listed in the order in which they appear in the section. If a word or phrase is used verbatim more than once in a section, the word or phrase is only listed <u>once</u> in the spreadsheet under that title and section. For example, if "mental illness" shows up five times in one section, it is only listed once on the spreadsheet. However, if "mentally ill person" also shows up in that same section, that iteration will be listed as well.

Note: The Workgroup also maintained a spreadsheet similar to Attachment B but which instead includes words reviewed in statute for which there were no recommended changes. This spreadsheet can be made available to the legislative committees and legislative counsel if they wish to see the scope of review undertaken by the Workgroup or have examples of when words were identified that could not or should not be changed.

Attachment A Respectful Language Bill General Guidance for Replacement Words

Words Identified as Potentially Disrespectful	Replacement Words	Comments
abnormal	"non-typical"	
afflicted	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first language
aged, the	"persons who are elderly"	Some prefer older adults; few prefer seniors
alcoholic / an alcoholic / alcoholism / intoxicated condition / drunk / drunkard	" a person with a substance abuse disorder"	Not within the scope of this work- refer to Vermont Department of Health - Alcohol and Drug Abuse Programs; person first language is the default
Alzheimer's disease and other dementia-related disorders	[acceptable – no change recommended]	"A person with dementia or with Alzheimer's Disease" is preferred over "a demented person"
ambulatory handicaps	"ambulatory disabilities"	
arthritic	"persons with (who have) arthritis"	
autism autistic	"person with autism" [acceptable in most citations]	Leave wording as is until newest version of the Diagnostic and Statistical Manual of Mental Disorders (DSM) is published
behavioral health	"persons with a (who have a) psychiatric disability" [acceptable to use when	Depends on how it is used

Words Identified as Potentially Disrespectful	Replacement Words	Comments
	referring to a specialist]	
behavioral disorder	"persons with a (who have a) psychiatric disability" [acceptable to use when referring to a specialist]	Depends on how it's used
birth defect	"born with that disability"	
blind / the blind	"persons who are blind"*	Depends on use.* Many individuals who are blind identify themselves as being members of a culturally unique group and may prefer "the Blind"
children with handicapping conditions	"children with disabilities"	
chronic	[acceptable – no change recommended]	
client	"person receiving services" [acceptable in most citations]	Depends on how it is used. Too many citations; not one specific replacement recommended. If used in reference to a person, better to eliminate word, say what is meant and use person first language
cognitive	[acceptable – no change recommended]	
cognitively impaired	"cognitive disability"	
condition	[acceptable – no change recommended]	Depends on how it is used. Acceptable when referring to a medical condition (e.g., chronic condition, physical condition,

Words Identified as Potentially Disrespectful	Replacement Words	Comments
		heath condition, clinical condition, medical condition, treatment of this condition)
confused / confusion	[acceptable – no change recommended]	
consumer	"person receiving services" "person eligible for services" [acceptable – no change recommended]	Depends on how it is used. Too many citations; not one specific replacement recommended. Acceptable if used in reference to a person who has chosen to receive services, better to say what is meant and use person first language
crazy	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first language
crippled children	"children with physical disabilities"	
customer	"person receiving services" "person eligible for services" "person applying for services" [acceptable – no change recommended]	Depends on how it is used. Too many citations; not one specific replacement recommended. Acceptable if used in reference to a person who is voluntarily receiving services, better to say what is meant and use person first language
deaf / Deaf / the deaf / the Deaf	"persons who are deaf" "persons who are Deaf"	Depends on use. Many individuals who are deaf identify themselves as "Deaf" (capital "D") first, being members of a culturally unique group
defective / defect	"disability"	Acceptable if used to describe a medical

Words Identified as Potentially Disrespectful	Replacement Words	Comments
		condition but do not use if referring to a person
dementia or other neurological disorders	[acceptable – no change recommended]	
deranged	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first language
developmentally disabled	"persons with a (who have a) developmental disability"	
diagnosed with	[acceptable – no change recommended]	
disabled persons / the disabled	"persons with a (who have a) disability"	
disadvantaged	[acceptable – no change recommended]	
diseased / diseased person	"person with a disease"	Acceptable if used to describe a medical condition but do not use if referring to a person
disorder	"disease" "disability" [acceptable – no change recommended]	Acceptable if used to describe a medical condition (e.g., autism spectrum disorder) but do not use if referring to a person – generally recommend eliminating the use of this word
distracted	"psychiatric disability"	Depends on use - better to eliminate word (not meaningful), say what is meant and

Words Identified as Potentially Disrespectful	Replacement Words	Comments
-		use person first language
drug addict / drug addiction / drug use / dependent on regulated drugs	[not applicable]	Not within the scope of this work- refer to Vermont Department of Health/Alcohol and Drug Abuse Programs
Downs	"person with Downs (Down) Syndrome"	
dumb	"persons with limited speech"	
educable	[no replacement acceptable – do not use]	Formerly a term of art for referring to a degree of intellectual disability in a school/institutional setting – better to eliminate word – not meaningful as a descriptor of level of disability
the elderly/seniors	["a person who is older"] ["an elder"] ["older person"]	Little agreement in the aging community
elope / elopement	[acceptable – no change recommended]	Depends on use – acceptable to use when referring to absence without legal authority/civil commitment (e.g., patient eloped from state hospital)
epileptic	"persons who have epilepsy"	
escape	[acceptable – no change recommended]	Depends on use – acceptable to use when referring to criminal status (e.g., criminal escaped from jail) – not just absence without legal authority
feebleminded	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first

Words Identified as Potentially Disrespectful	Replacement Words	Comments
-		language
frail	[acceptable – no change recommended]	
handicap	"disability"	
handicapped	"persons with a (who have a) disability"	
handicapped parking ordinance	"parking ordinance for people with disabilities"	
	"accessible parking ordinance"	
handicapped plate	"registration plate for persons with disabilities"	
handicapping condition	"disability"	
hard of hearing	[acceptable – no change recommended]	
hearing impaired / hearing impairment	"persons who are hard of hearing" "persons who are deaf" [acceptable – no change recommended]	Depends on use – broad term that does not indicate when it could mean deaf (late deafened), Deaf (culturally Deaf) or hard of hearing
helpless	[acceptable – no change recommended]	Depends on use
high functioning	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first language
idiot / idiocy	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first

Words Identified as Potentially Disrespectful	Replacement Words	Comments	
		language	
imbecile / imbecility	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first language	
impairment / impaired / impair	"disability"	Depends on how it is used. Too many citations; not one specific replacement recommended. Acceptable if used to describe a medical condition (e.g., hearing impairment, visual impairment) but do not use if referring to a person – better to say what is meant and use person first language	
incapacitated	[acceptable – no change recommended]	Depends on use – may be able to just eliminate the word in some cases	
incompetent / competency	[acceptable – no change recommended]	Only use as term of art when necessary – otherwise better to say what is meant and use person first language	
indigent / economically disadvantaged	[not applicable]	Not within the scope of this work- refer to Department for Children and Families - Economic Services Division	
infirm / infirmed / infirmity	[acceptable – no change recommended]	Acceptable if used to describe a medical condition but do not use if referring to a person	
insane	[acceptable – no change recommended] "psychiatric disability"	Only use as term of art when necessary – otherwise better to say what is meant and use person first language	
insanity	[acceptable – no change	Only use as term of art when necessary –	

Words Identified as Potentially Disrespectful	Replacement Words	Comments	
	recommended]	otherwise better to say what is meant and use person first language	
invalid	"incapacitated by illness or injury"	Depends on use – too many citations – better to eliminate word (not meaningful), say what is meant and use person first language	
do not use] say		Better to eliminate word (not meaningful), say what is meant and use person first language	
low income	[not applicable]	Not within the scope of this work– refer to Department for Children and Families – Economic Services Division	
lunatic / lunacy	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first language	
mental age of	[no replacement acceptable – do not use]	- Better to eliminate word (not meaningful), say what is meant and use person first language	
mental defect / mental defective / mentally defective / mental deficiency / mentally deficient	"persons with an (who have an) intellectual disability"		
mental disability	"intellectual disability"		
mental disease	"psychiatric disability"		
mental disorder	"persons with a psychiatric disability"		

Words Identified as Potentially Disrespectful	Replacement Words	Comments
mental health / mental health services	[acceptable – no change recommended]	Acceptable when used to describe a condition or service (e.g., practitioner, counselor, agency, treatment, counseling, professional, screening, commissioner, department, community, board, provision)
mental health condition	"mental condition" "psychiatric disability"	
mental hospital	"psychiatric hospital"	
mental impairment	"psychiatric disability"	Depends on use – better to say what is meant and use person first language
mental retardation	"intellectual disability"	Use of "intellectual disability" is a replacement for "mental retardation" as defined in the 2011 updated Regulations Implementing the Developmental Disabilities Act Depends on use – may mean "developmental disability" in some cases.
mentally deficient / mental defective / mentally defective	"persons with psychiatric disability"	
mentally handicapped	"persons with an (who have an) intellectual disability"	
The mentally ill	"persons with a (who have a) psychiatric disability"	Not all mental illness results in a disability
mentally retarded	"persons with an (who have	

Words Identified as Potentially Disrespectful	Replacement Words	Comments	
-	an) intellectual disability"		
mongoloid	"person with Downs (Down) Syndrome"		
moron	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first language	
MR	"ID" (as in ICF/ID)	MR stands for mental retardation ID stands for intellectual disability	
nervous	"psychiatric disability"	Better to eliminate word (not meaningful), say what is meant and use person first language	
non compos mentis	"not legally responsible" "not capable of managing one's own affairs"	Better to say what is meant and use person first language	
non-verbal	"person with limited speech"		
normal	typical	in reference to non-disabled peers	
older persons	[acceptable – no change recommended]	Depends on use – better to say what is meant and use person first language	
paraplegic	"person with paraplegia"		
patient	"person receiving services" [acceptable – no change recommended]	Depends on how it is used. Too many citations; acceptable if used in reference to a person in a hospital or receiving medical care, otherwise better to eliminate word, say what is meant and use person first language	
person with a disability	[acceptable – no change		

Words Identified as Potentially Disrespectful	Replacement Words	Comments
	recommended]	
pervasive developmental disorder (PDD)	[acceptable – no change recommended]	Leave wording as is until new Diagnostic and Statistical Manual of Mental Disorders (DSM) is published
physical disability	[acceptable – no change recommended]	
physical impairment	"physical disability"	
physically defective	"person with a (who has a) physical disability"	
physically handicapped / physically handicapped persons	"physical disability" "persons with a (who have a) physical disability"	
psychiatric	[acceptable – no change recommended]	Depends on how it is used.
senility / senile	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first language
seniors	"persons who are elderly"	
sick	[acceptable – no change recommended]	use person first language
slow learner	[no replacement acceptable – do not use]	Better to eliminate word (not meaningful), say what is meant and use person first language
special	[acceptable – no change recommended]	Depends on how it is used – too many citations
special education	[acceptable – no change	Depends on how it is used – too many

Words Identified as Potentially Disrespectful	Replacement Words	Comments	
	recommended]	citations	
special needs	[acceptable – no change recommended]	Only use as term of art when necessary	
SPED kid	"child receiving special education"		
substance abuse	[not applicable]	Not within the scope of this work- refer to Vermont Department of Health - Alcohol and Drug Abuse Programs	
suffers from / suffering from	"has" / "is" / "who has"	Depends on use – may be able to just eliminate the word in some cases	
terminally ill, the	"persons who are terminally ill"		
trainable	[no replacement acceptable – do not use]	Formerly a term of art for referring to a degree of intellectual disability in a school/institutional setting – better to eliminate word – not meaningful as a descriptor of level of disability	
TDD (telecommunications device for the deaf)	TTY (teletypewriter)		
unsound mind	"not mentally competent" "person with a serious mental disability" [acceptable – no change recommended]	Only use as term of art when necessary – otherwise better to eliminate word, say what is meant and use person first language	
victim of	[acceptable – no change recommended]	Depends on use – too many citations. Use only when referring to a person being a	

Words Identified as Potentially Disrespectful	Replacement Words	Comments
		victim of a crime or specific situation – do not use to refer to a person being a victim of a specific condition or disability
visual disability	[acceptable – no change recommended]	
visually impaired / visual impairment	[acceptable – no change recommended]	Depends on use.
ward	"person under guardianship" "person in need of guardian" "person with a guardian"	Depends on use – too many citations. say what is meant and use person first language
wheelchair bound	"person who uses a wheelchair"	

Attachment B Respectful Language Bill Replacement Word Suggestions by Statute

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
1	120	Insane person shall include every idiot, non compos, lunatic and distracted person	insane person shall include people with major psychiatric disabilities	definition	Construction of Statutes
1	331	Deaf or hard of hearing person	Person who is deaf or hard of hearing	definition	Common Law: General Rights
1	331	deaf or hard of hearing person	person who is deaf or hard of hearing		Common Law: General Rights
1	332	deaf or hard of hearing person	person who is deaf or hard of hearing		Common Law: General Rights
1	333	the deaf or hard of hearing person	person who is deaf or hard of hearing		Common Law: General Rights
1	336	the deaf or hard of hearing person	person who is deaf or hard of hearing		Common Law: General Rights
1	337	deaf or hard of hearing person	person who is deaf or hard of hearing		Common Law: General Rights
1	338	deaf or hard of hearing person	person who is deaf or hard of hearing		Common Law: General Rights
1	339	deaf or hard of hearing person	person who is deaf or hard of hearing		Common Law: General Rights
1	824	who suffers disability or death	who has a disability or dies		Interstate Cooperation
1	826	who suffers disability or death as a result	who has a disability or dies		Interstate Cooperation

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
3	128	commissioner of mental health and mental retardation	commissioner of mental health		Secretary of State
3	3002	Governor's committee on employment of the handicapped	Governor's committee on employment of people with disabilities		Human Services
3	3026	elders	people who are elderly		Human Services
3	3 - 43	mental disability	intellectual disability		Appendix: Executive Orders
3	18-18	elders, disabled or homeless persons	persons who are elderly, disabled or homeless		Heath (Appendix: Executive Orders)
3	3085b	elders	persons who are elderly		Human Services
3	309a	handicapped person	person with a disability	Recommend rewrite of this section	Classification of State Personnel
3	309a	handicapped persons	persons with a disability	Recommend rewrite of this section	Classification of State Personnel
3	309a	the handicapped	persons with disabilities	Recommend rewrite of this section	Classification of State Personnel
3	33-13	seniors	persons who are elderly		Human Services (Appendix: Executive Orders)
4	33	care for mentally retarded persons	care for persons with developmental disabilities		Supreme Court
4	33	protective services for developmentally disabled persons	guardianship services for persons with developmental disabilities		Supreme Court

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
4	36	care for mentally retarded persons	care for persons with developmental disabilities		Supreme Court
4	36	protective services for developmentally disabled persons	guardianship services for persons with developmental disabilities		Supreme Court
4	311a	an insane spouse	a spouse who has a psychiatric disability		Probate Courts
4	311a	department of social and rehabilitation services	department of children and family services		Probate Courts
4	311a	ward	person under guardianship		Probate Courts
4	311a	nonresident ward	person under guardianship who is a nonresident		Probate Courts
4	311a	prospective ward	person who may need a guardian		Probate Courts
5	3529	mental defective or insane	or has an intellectual or psychiatric disability		Construction and Operation of the Road
6	2777	the elderly	persons who are elderly		Sale of Unpasteurized (Raw) Milk
8	3835	severe cognitive impairment	intellectual disability		Life Insurance Policies and Annuity Contracts
8	5101	correction of defects	treatment of conditions		Health Maintenance Organization
8	8082	cognitive impairment	intellectual disability		Long-Term Care Insurance
8	8085	mental health condition	mental condition		Long-Term Care Insurance
8	10403	handicapping condition	disability	definition - change name of section	Consumer Protection

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
8	10403	handicapped individual	person with a disability	definition - change name of section	Consumer Protection
8	10501	young, elderly and low income consumers	consumers who are young, elderly or have low income		Consumer Protection
8	4080f	mental illness	psychiatric disability		Health Insurance
8	4088i	physical or mental health condition	physical or mental condition		Heath Insurance
8	4088i	behavioral health treatments	treatment for psychiatric disabilities		Heath Insurance
8	4089b	mental health condition	mental condition	definition	Health Insurance
8	4089b	mental illness	psychiatric disabilities		Health Insurance
8	4100i	mental illness	a psychiatric disability		Health Insurance
9	2362	handicapping condition	disability		Motor Vehicle Retail Installment Sales Financing
9	2410	handicapping condition	disability		Retail Installment Sales
9	2488	handicapping condition	disability		Agricultural Finance Leases
9	4501	handicap or disability	disability	definition	Discrimination; Public Accommodations; Rental and
9	4501	any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities;	any mental or psychological disorder, such as intellectual disability, organic brain syndrome, emotional or psychiatric disability and specific learning disabilities	definition	Discrimination; Public Accommodations; Rental and
9	4501	emotional illness	emotional disability		Discrimination; Public Accommodations; Rental

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
					and
9	4501	handicapped individual	individual with a disability		Discrimination; Public Accommodations; Rental and
9	4501	deaf persons	persons who are deaf		Discrimination; Public Accommodations; Rental and
9	4503	handicap of a person	disability of a person		Discrimination; Public Accommodations; Rental and
9	4503	handicapped person	person with a disability		Discrimination; Public Accommodations; Rental and
9	4503	elderly persons	persons who are elderly		Discrimination; Public Accommodations; Rental and
9	4110a	disabled persons	person with a disability		Service Station Operators, Oil Companies and Franc
9	4110a	handicapped plate or card	registration plate or parking card for persons with disabilities		Service Station Operators, Oil Companies and Franc
9	4110a	handicapped parking card or plate	registration plate or parking card for persons with disabilities		Service Station Operators, Oil Companies and Franc
9	41c	deaf	people who are deaf		Interest
10	490	handicapped gasoline service	indicate that gasoline service is available to people with disabilities.		Tourist Information Services

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
10	601	the mentally ill or developmentally disabled	persons with psychiatric or developmental disabilities		Vermont Housing Finance Agency
10	622	handicapped or elderly	elderly or have a disability		Vermont Housing Finance Agency
10	4001	suffers from permanent paralysis	has permanent paralysis		Definitions
10	4001	suffers from the loss of	is missing		Definitions
10	4001	paraplegic	person with paraplegia	definition	Definitions
10	4255	special olympian	person		Licenses
10	4255	legally blind person	person who is legally blind		Licenses
10	4255	paraplegic person	person with paraplegia		Licenses
10	4705	who is a paraplegic	with paraplegia		Game
10	6236	handicap	disability		Mobile Home Parks
10	4080f	mental illness	a psychiatric disability		Health Insurance
10A	23	paraplegic	person with paraplegia	definition	Game
10A	23	paraplegics and persons missing one or both legs	persons with paraplegia and persons missing one or both legs		Game
10A	23	afflicted with paralysis	who has paralysis		Game
10A	23a	paraplegics and persons missing one or both legs	persons with paraplegia and persons missing one or both legs		Game
11	3075	incompetent member	member who is incompetent		Limited Liability Companies
11	3465	incompetent partner	partner who is incompetent		Limited Partnerships
11A	1.40.	incompetent or deceased individual	individual who is incompetent or deceased	definition	General Provisions
11B	1.40.	incompetent individual	individual who is incompetent	definition	General Provisions
12	522	for injury suffered as a result	for injury as a result		Limitation of Time for Commencement of

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
					Actions
12	551	becomes insane	develops a major psychiatric disability		Limitation of Time for Commencement of Actions
12	551	is insane	experiences a psychiatric disability		Limitation of Time for Commencement of Actions
12	551	insane	person with a psychiatric disability		Limitation of Time for Commencement of Actions
12	551	insanity	psychiatric disability		Limitation of Time for Commencement of Actions
			experience with a psychiatric		
12	1602	insanity	disability		Witnesses
12	1602	insane	has a psychiatric disability		Witnesses
12	1602	be insane	have a psychiatric disability		Witnesses
12	1602	insane party	party with a psychiatric disability		Witnesses
12	2497	insane	a person with a psychiatric disability		Writs of Error
12	4714	lunatic or insolvent	or someone incapable of acting on their own behalf because of an intellectual disability, or someone without financial resources,		Declaratory Judgments Act
12	5187	becomes insane	becomes incompetent due to a major psychiatric disability		Partition of Real Estate
13	701	physical or mental health condition	mental condition		Chronic Care Infrastructure and Prevention Measure

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
13	701	mental illness	psychiatric disability		Chronic Care Infrastructure and Prevention Measure
13	1024	ward	person under guardianship		Breach of the Peace; Disturbances
13	1306	another of unsound or feeble mind	[unsure of appropriate replacement word]		Children and Incompetent Persons
13	1306	incompetent persons	persons who are incompetent		Children and Incompetent Persons
13	1306	of unsound mind			Children and Incompetent Persons
13	1375	department of aging and independent living	department of disabilities, aging and independent living		Abuse, Neglect, and Exploitation of Vulnerable Adults
13	1375	impaired due to brain damage, infirmities of aging, or a physical, mental, or developmental disability	has a disability related to brain damage, infirmities of aging, or a physical, intellectual or developmental disability		Abuse, Neglect, and Exploitation of Vulnerable Adults
13	1455	handicap	disability	"handicap" is no longer used in referenced statute - T21 §495(d)5	Discrimination
10	1400	Панаюцр	diodoliity	"handicap" is no longer used in referenced	
13	1458	handicap	disability	statute - T21 §495(d)5	Commission on Human Rights

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
13	2303	suffering from a mental or physical disability or condition	a person with a developmental or physical disability or condition		Homicide
13	2406	mentally incompetent person	person who is mentally incompetent		Kidnapping
13	3254	mental illness or mental retardation	a psychiatric or developmental disability		Sexual Assault
13	4821	who are mentally ill	with a psychiatric disability		Insanity as a Defense
13	4821	who are mentally retarded	with an intellectual disability		Insanity as a Defense
13	4822	commissioner of developmental and mental health services	commissioner of mental health		Insanity as a Defense
13	4822	department of developmental and mental health services	department of mental health		Insanity as a Defense
13	4822	mentally ill persons	persons with a psychiatric disability		Insanity as a Defense
13	4823	mental retardation	an intellectual disability		Insanity as a Defense
13	5301	incompetent	person who has been found to be incompetent		Victims
13	5401	a menace	a direct threat		Crime Victims
13	5411a	ward	person under guardianship		Crime Victims
14	204	an infirm person	a person who has an infirmity		Notice, Parties and Representation in Estate Litigation
14	204	mentally disabled adult	an adult with a developmental disability		Notice, Parties and Representation in Estate Litigation
14	2305	insane	has a psychiatric disability		Trusts and Trustees

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
		by reason of the			
		incompetency or			
14	3003	unsuitableness	incapacity or unsuitableness		Guardianship
		such ward has been rated			Uniform Veterans'
14	3105	incompetent	the veteran under guardianship		Guardianship Act
					Uniform Veterans'
14	3105	ward	veteran under guardianship		Guardianship Act
		ward is a mentally			Uniform Veterans'
14	3105	incompetent veteran	veteran under guardianship		Guardianship Act
					Uniform Veterans'
14	3105	mentally incompetent ward	veteran under guardianship		Guardianship Act
			[unsure of appropriate replacement		Uniform Veterans'
14	3107	guardian of incompetent	word]		Guardianship Act
					Uniform Veterans'
14	3107	mentally incompetent ward	person in need of a guardian		Guardianship Act
		disability of the minor or	disability of minority or mental		Uniform Veterans'
14	3110	mental incapacity	incapacity		Guardianship Act
					Uniform Veterans'
14	3110	his ward	person under guardianship		Guardianship Act
					Uniform Veterans'
14	3110	persons of unsound mind	persons under guardianship		Guardianship Act
					Uniform Veterans'
14	3117	an incompetent ward	veteran under guardianship		Guardianship Act
					Uniform Veterans'
14	3117	ward	veteran under guardianship		Guardianship Act
		alleged to be of unsound			
		mind or otherwise in need	alleged to be in need of		
	0440	of confinement in a	commitment to a hospital or other		Uniform Veterans'
14	3118	hospital or other institution	institution for his proper care		Guardianship Act

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
		for his proper care			
14	3118	safekeeping or treatment	care or treatment		Uniform Veterans' Guardianship Act
14	3118	continuance of his restraint	continuance of his commitment		Uniform Veterans' Guardianship Act
14	3118	continuance of his or her restraint	continuance of his/her commitment		Uniform Veterans' Guardianship Act
14	3118	committed person	person who is committed		Uniform Veterans' Guardianship Act
14	3118	hospital for the insane or other institution for the care or treatment of persons similarly afflicted	psychiatric hospital or other institution for people with psychiatric disabilities		Uniform Veterans' Guardianship Act
15	291	insane	has a psychiatric disability		Desertion and Support
15	512	an idiot or lunatic or physically incapable of	physically or mentally incapable of		Annulment and Divorce
15	514	The word "lunatic" as used in sections 511-514 of this title shall extend to persons of unsound mind other than idiots	[delete wording - no replacement suggested]		Annulment and Divorce
15	514	an idiot or a lunatic	a person who is mentally incapacitated		Annulment and Divorce
15	514	a lunatic after restoration to reason	an incapacitate person		Annulment and Divorce

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
15	514	an idiot or lunatic	mentally incapable of entering into the civil marriage	It is recommended that this statute be reconsidered or repealed	Annulment and Divorce
15	514	idiocy of one of the parties	one of the parties' mental incapability to enter into the civil marriage	or repeated	Annulment and Divorce
15	514	lunacy of one of the parities	one of the parties' mental incapability to enter into the civil marriage		Annulment and Divorce
15	514	lunatic	person		Annulment and Divorce
15	514	lunatic	person who is mentally incapacitated		Annulment and Divorce
15	514	such idiot or lunatic	such incapacitated person		Annulment and Divorce
15	514	such lunacy	such incapacity		Annulment and Divorce
15	514	such idiot	such person		Annulment and Divorce
15	514	after the lunatic was restored to sound mind	while both had capacity		Annulment and Divorce
15	514	sound mind			Annulment and Divorce
15	551	incurable insanity	an incurable psychiatric disability		Annulment and Divorce
15	631	become incurably insane	developed an incurable psychiatric disability		Annulment and Divorce
15	631	insane person	person with a major psychiatric disability		Annulment and Divorce
15	631	insanity	psychiatric disability		Annulment and Divorce
15	631	mental institution	psychiatric hospital		Annulment and Divorce
15	632	insane libelee	libelee with a psychiatric disability		Annulment and Divorce

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
15	632	insane person	person with a major psychiatric disability		Annulment and Divorce
15	634	insanity	psychiatric disability		Annulment and Divorce
15	634	sane spouse	spouse without a psychiatric disability		Annulment and Divorce
15	635	incurable insanity	an incurable psychiatric disability		Annulment and Divorce
15	635	insane party	party with a psychiatric disability		Annulment and Divorce
15	635	insane spouse	spouse with a psychiatric disability		Annulment and Divorce
15	636	insane party	party with a psychiatric disability		Annulment and Divorce
15	1173	deaf and disability service provider community	service provider community for people who are deaf or have disabilities		Abuse Prevention
15A	1-101	department of social and rehabilitation services	department for children and family services	definition - verification needed to see if responsibility is currently with DCF	General Provisions
15A	1-101	handicap	disability		General Provisions
15A	2-105	to have been suffered by the minor	to have been experienced by the minor		Adoption of Minors
15A	3-201	any indigent, minor or incompetent person	any person who is indigent, a minor or is a incompetent		General Procedure for Adoption
15A	3-201	incompetent person	person who is incompetent		General Procedure for Adoption
15A	4-107	spouse is incompetent	spouse is found to be incompetent		Adoption of Minor Stepchild by Stepparent
15A	5-109	incompetent adult	adult who is incompetent		Adoption of Adults and Emancipated Minors

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
16	1166	pupil is disabled	pupil has a disability		Attendance and Discipline
16	1166	the disability	the pupil's disability		Attendance and Discipline
16	2942	Education of the Handicapped Act, codified at 20 U.S.C. §§ 1400-1485	Individuals with Disabilities Education Act		Special Education
16	2945	handicapped individuals	individuals with disabilities		Special Education
16	2967	the visually impaired and hearing impaired	persons who are visually impaired and persons who are hearing impaired		Special Education
16	3851	the elderly or the infirm	persons who are elderly or infirmed		Educational and Health Buildings and Financing Agency
16	4014	children with disabling conditions	children with disabilities		State Funding of Public Education
16	4014	handicapping conditions	disabilities		State Funding of Public Education
16	4014	suffered from or are at risk of	experienced or are at risk of		State Funding of Public Education
16	4014	those with disabling conditions	those who have a disability		State Funding of Public Education
16	4014	those who have suffered from or are at risk of abuse or neglect	those who have experienced or are at risk of abuse or neglect		State Funding of Public Education
16	4014	nonhandicapped peers	typical peers		State Funding of Public Education
17	2502	handicapped or elderly person	person who has a disability or is elderly		Conduct of Elections
17	2502	a handicapped or elderly person	person who is elderly or has a disability		Conduct of Elections

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
17	2502	elderly and handicapped voters	voters who are elderly or have a disability		Conduct of Elections
17	2502	elderly and handicapped voters	voters who are elderly or have a disability		Conduct of Elections
17	2538	ill or physically disabled applicants	applicants who have an illness or physical disability		Conduct of Elections
17	2567	the blind and visually impaired	people who are blind or have a visual impairment		Conduct of Elections
17	2667	elderly or handicapped voters	voters who are elderly or have a disability		Conduct of Elections
18	115	who are capable of being rehabilitated	who could benefit from the state rehabilitation program		State Board of Health
18	115	suffering from	who have		State Board of Health
18	116	crippled children	children with physical disabilities		State Board of Health
18	120	crippled children's	children with physical disabilities'		State Board of Health
18	705	mental and behavioral health	psychiatric and behavioral health services		Chronic Care Infrastructure and Prevention Measure
18	1047	afflicted with	who have		Communicable Diseases
18	1048	afflicted person	person who has tuberculosis or other chronic respiratory disease		Communicable Diseases
18	1057	is afflicted with	has		Communicable Diseases
18	1099	suffering from	who have		Communicable Diseases
18	1101	asylums	psychiatric hospitals		Communicable Diseases
18	1101	suffering from	who has		Communicable Diseases
18	1751	the elderly	persons who are elderly		Lead Poisoning
18	1852	who is hearing impaired	who has a hearing impairment		Bill of Rights for Hospital Patients

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
18	1871	suffering from a chronic condition	with a chronic condition		Patient's Bill of Rights for Palliative Care and Pain Management
18	1871	suffering from a serious or life-limiting illness	with a serious or life-limiting illness		Patient's Bill of Rights for Palliative Care and Pain Management
18	1902	the aged	individuals who are elderly		Licensing of Hospitals
18	1902	epileptic, mentally deficient, mental, nervous and mental,	individuals with epilepsy, developmental and psychiatric disabilities,		Licensing of Hospitals
18	1902	mentally ill or tuberculosis patients	individuals with psychiatric disabilities or tuberculosis		Licensing of Hospitals
18	1902	deformity	physical disability		Licensing of Hospitals
18	1902	mental	psychiatric		Licensing of Hospitals
18	1902	mental illness	psychiatric disabilities		Licensing of Hospitals
18	1902	suffering from	who have an		Licensing of Hospitals
18	4201	sick, invalid, infirm, disabled or convalescent persons	persons who are sick, have an infirmity or disability, or are convalescing		Possession and Control of Regulated Drugs
18	5142	non compos mentis	not mentally capable of entering into the marriage		Marriage Records and Licenses
18	5142	minors and incompetent persons	persons who are minors or persons who are incompetent		Marriage Records and Licenses
18	7101	mentally retarded individual	person with an intellectual disability[then at end of definition add] '("intellectual disability" replaces what was previously known as "mentally retarded")'	definition	General Provisions

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
		is suffering from a mental			
18	7101	illness	has a psychiatric disability		General Provisions
18	7101	mental retardation	intellectual disability		General Provisions
18	7101	mentally ill patient	patient with a psychiatric disability	definition	General Provisions
18	7101	mentally ill or mentally retarded individual	person with a psychiatric or intellectual disability		General Provisions
18	7101	the mentally ill	persons with psychiatric disabilities		General Provisions
18	7101	mental illness	psychiatric disability	definition	General Provisions
18	7104	a mentally ill or mentally retarded individual	an individual with a psychiatric or intellectual disability		General Provisions
18	7104	is not mentally ill	does not have a psychiatric disability		General Provisions
18	7104	sick person	patient or student who has eloped		General Provisions
18	7110	mental illness	a psychiatric disability		Certification of Mental Illness
18	7113	qualified mental retardation professional	qualified developmental disabilities professional		General Provisions
18	7304	the mentally retarded and the mentally ill	persons with a intellectual or psychiatric disability		The Board of Mental Health
18	7304	the mentally ill and mentally retarded	persons with a psychiatric or intellectually disability		The Board of Mental Health
18	7314	mental care	care		The Board of Mental Health
18	7314	mental illness or retardation	psychiatric or intellectual disability		The Board of Mental Health
18	7401	mental illness	a psychiatric disability		The Commissioner of Mental Health
18	7401	mentally ill patients	patients with a psychiatric disability		The Commissioner of

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
					Mental Health
18	7401	who are mentally ill	with a psychiatric disability		The Commissioner of Mental Health
18	7402	those mentally ill persons	persons with a psychiatric disability		The Commissioner of Mental Health
18	7405	mentally ill persons	persons with a psychiatric disability		The Commissioner of Mental Health
18	7406	those mentally ill	persons with a psychiatric disability		The Commissioner of Mental Health
18	7612	mental illness	a psychiatric disability		Judicial Proceedings
18	7624	mental illness	psychiatric disability		Judicial Proceedings
18	7903	on the ground of mental illness	on the ground of having a psychiatric disability		Transfer of Patients
18	8108	mentally ill person	person with a psychiatric disability		Support and Expense
18	8201	the mentally ill	persons with psychiatric disabilities		Private Hospitals
18	8204	mentally ill persons	persons with a psychiatric disability		Private Hospitals
18	8204	the mentally ill	persons with a psychiatric disability		Private Hospitals
18	8205	the mentally ill	persons with psychiatric disabilities		Private Hospitals
18	8401	mental illness	having a psychiatric disability		Mentally ill users of Alcohol or Drugs
		montally ill up are of alsels at	nove one with nevel intring dischilltry	definition - Change name of Chapter to "Persons with Psychiatric Disability who	Montally ill woore of
18	8401	mentally ill users of alcohol or drugs	persons with psychiatric disability who use alcohol or drugs	use Alcohol or Drugs	Mentally ill users of Alcohol or Drugs
18	8402	mentally ill person	person with a psychiatric disability	Diugs	Mentally ill users of

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
					Alcohol or Drugs
18	8402	mentally ill users of alcohol or drugs	persons with psychiatric disability who use alcohol or drugs	Change name of Chapter to "Persons with Psychiatric Disability who use Alcohol or Drugs	Mentally ill users of Alcohol or Drugs
18	8705	mentally retarded adults	adults with an intellectual disability		Sterilization
18	8705	mentally retarded person	person with an intellectual disability		Sterilization
18	8706	either a guardian or protective services worker	a guardian		Sterilization
18	8706	mentally retarded person	person with an intellectual disability		Sterilization
18	8707	mentally retarded person	person with a intellectual disability		Sterilization
18	8707	qualified mental retardation professional	qualified developmental disabilities professional		Sterilization
18	8708	mentally retarded person	person with an intellectual disability		Sterilization
18	8709	mentally retarded adult	adult with an intellectual disability		Sterilization
18	8709	is mentally retarded	has an intellectual disability		Sterilization
18	8711	is mentally retarded	has an intellectual disability		Sterilization
18	8711	qualified mental retardation professional	qualified developmental disabilities professional		Sterilization
18	8712	mentally retarded person	person with an intellectual disability		Sterilization
18	8716	mentally retarded person	person with an intellectual disability		Sterilization
18	8722	mental retardation	intellectual disability [then at end of the phrase add] '("intellectual disability" replaces what was previously known as "mental retardation")'	definition	Developmental Disabilities Act

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
18	8731	elderly and disabled adults	adults who are elderly or have a disability		Developmental Disabilities Act
18	8820	care for mentally retarded persons	care for persons with intellectual disabilities ("intellectual disabilities" replaces what was previously known as "mental retardation")	Change name of Chapter to "Care for Persons with Intellectual Disabilities"	Care for Mentally Retarded Persons
18	8820	a mentally retarded person	person with an intellectual disability ("intellectual disability" replaces what was previously known as "mentally retardation");		Care for Mentally Retarded Persons
18	8839	care for mentally retarded persons	care for persons with intellectual disabilities ("intellectual disabilities" replaces what was previously known as "mental retardation")	Change name of Chapter to "Care for Persons with Intellectual Disabilities"	Care for Mentally Retarded Persons
18	8839	mental retardation	intellectual disabilities ("intellectual disabilities" replaces what was previously known as "mental retardation")		Care for Mentally Retarded Persons
18	8839	a mentally retarded person	person with an intellectual disability ("intellectual disability" replaces what was previously known as "mentally retardation");		Care for Mentally Retarded Persons
18	8901	clients	people who receive services		Community Mental Health and Developmental Services

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
18	8901	mentally ill persons, developmentally disabled persons	persons with a psychiatric disability, developmental disability		Community Mental Health and Developmental Services
18	8907	mentally ill and developmentally disabled persons	persons with psychiatric disabilities or developmental disabilities		Community Mental Health and Developmental Services
18	8907	mental illness	psychiatric disabilities		Community Mental Health and Developmental Services
18	8909	clients	people		Health
18	8909	mentally ill	persons with psychiatric disabilities		Health
18	8911	mental illness	psychiatric disabilities		Community Mental Health and Developmental Services
18	8912	mental illness	psychiatric disabilities		Community Mental Health and Developmental Services
18	9302	mental retardation	intellectual disability [then at end of the phrase add] '("intellectual disability" replaces what was previously known as "mental retardation")'		Guardianship Services for People with Developmental Disabilities
18	9373	physical or mental health condition	physical or mental condition		Green Mountain Care Board
18	115a	suffering from	who have		State Board of Health
19	905a	ambulatory handicaps	ambulatory disabilities		Repairs, Maintenance and Improvements
19	922a	disabled individual	person with a disability		Repairs, Maintenance and Improvements

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
19	922a	handicapped persons	persons with a disability		Repairs, Maintenance and Improvements
20	46	behavioral health care reimbursements	mental health care reimbursements		Emergency Management
20	46	behavioral health care relief services	mental health care relief services		Emergency Management
20	46	behavioral health disaster relief services	mental health disaster relief services		Emergency Management Vermont Criminal
20	2063	the elderly	persons who are elderly		Information Center
20	2730	the aged, infirm, or disabled	persons who are elderly, have an infirmity or a disability		Prevention and Investigation of Fires
20	2900	an arthritic, neurological, or orthopedic condition	having arthritis or a neurological or orthopedic condition	definition	Accessibility Standards for Pubic Buildings and P
20	2904	blind individuals	individuals who are blind		Accessibility Standards for Pubic Buildings and P
20	2904	legally blind person	person who is legally blind		Accessibility Standards for Pubic Buildings and P
20	3072	insane or mentally incompetent	as a person with a psychiatric disability or is mentally incompetent		Explosives and Fireworks
21	201	shall suffer	shall experience		Safety
21	436	a child shall not be employed, permitted or suffered to work	a child shall not be employed or permitted to work		Employment Practices
21	437	a child shall not be employed, permitted or suffered to work	a child shall not be employed or permitted to work		Employment Practices
21	495	a qualified disabled	a qualified individual with a		Employment Practices

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
		individual	disability		
21	501	blind or visually impaired person	person who is blind or visually impaired	definition	Employment Practices
21	502	blind or visually impaired persons	persons who are blind or visual impaired		Employment Practices
21	504	blind or visually impaired person	person who is blind or visually impaired		Employment Practices
21	504	blind or visually impaired persons	persons who are blind or visual impaired		Employment Practices
21	505	blind or visually impaired persons	persons who are blind or visual impaired		Employment Practices
21	505	blind or visually impaired person	persons who are blind or visually impaired		Employment Practices
21	601	suffers death or disability	dies or has a disability		Employer's Liability and Workers Compensation
21	601	suffers a personal injury	experiences a personal injury		Employer's Liability and Workers Compensation
21	601	suffered the cancer	had the cancer		Employer's Liability and Workers Compensation
21	644	incurable imbecility or insanity	incurable developmental or psychiatric disability		Employer Liability and Workers' Compensation
21	661	mentally incompetent	incompetent		Employer's Liability and Workers Compensation
21	661	insane	persons with a psychiatric disability		Employer's Liability and Workers Compensation
21	1097	suffering from	who have		Communicable Diseases
21	1301	their impaired physical or mental capacity	having a disability		Unemployment Compensation

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
21	1301	impaired by age or physical or mental deficiency	limited due to being elderly or having a disability	[may have other words needing replacement - did not review full statute]	Unemployment Compensation
21	495d	an impairment	a condition	definition	Employment Practices
21	495d	any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities;	any mental or psychological disorder, such as intellectual disability, organic brain syndrome, emotional or psychiatric disability, and specific learning disabilities	definition	Employment Practices
21	495d	impairment	condition	definition	Employment Practices
21	495d	mental retardation	intellectual disability	definition	Employment Practices
21	495d	mental or physical impairment	mental or physical condition	definition	Employment Practices
21	495d	physical or mental impairment	physical or mental condition	definition	Employment Practices
21	497e	handicapped Vermonters	Vermonters with disabilities		Employment Practices
22	605	the blind and physically handicapped	persons who are blind and persons with an intellectual disability		Department of Libraries
22	605	the mentally ill and mentally handicapped	persons with a psychiatric disability and persons with an intellectual disability		Department of Libraries
23	4	elderly and handicapped persons	persons who are elderly or have a disability		General Provisions
23	311	handicapped person	person with a disability		Registration
23	671	an improper or incompetent person	a person who is incompetent		Registration

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
23	1025	ambulatory handicaps	ambulatory disabilities		Operations of Vehicles
23	1057	totally or partially blind or otherwise incapacitated person	person who is totally or partially blind or otherwise has a visual disability		Operations of Vehicles
23	1057	blind persons	persons who are blind		Operations of Vehicles
23	1057	unless totally or partially blind or otherwise incapacitated	unless totally or partially blind or otherwise have a visual disability		Operations of Vehicles
23	1749	handicapped parking ordinance	parking ordinance for persons with disabilities		Parking; Police Courts
23	2502	blind persons	persons who are blind		Title to Motor Vehicles
23	304a	handicapped parking card	parking cards for persons with disabilities		Registration
23	304a	persons who are temporarily disabled with an ambulatory disability	persons who have a temporary ambulatory disability		Registration
23	304a	special handicapped plate	registration plate for persons with disabilities		Registration
24	290	mentally ill persons	persons with a psychiatric disability		County Officers; Powers and Duties
24	961	becomes insane	becomes mentally incompetent		Municipal Officers Generally
24	2651	who have suffered sudden illness	who have experienced sudden illness		Ambulance Services
24	2691	senior citizens	persons who are elderly		Social Services for Town Residents
24	2691	disabled persons	persons with disabilities		Social Services for Town Residents
24	2694	housing for the aged	housing for people who are elderly		Social Services for Town

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
					Residents
24	3303	insane	a person with a psychiatric disability		Water Works
24	3609	insane	person with a psychiatric disability		Sewage Disposal System
24	4001	elderly persons	persons who are elderly (or) persons who are older		Housing Authorities
24	4001	the elderly	persons who are elderly (or) persons who are older		Housing Authorities
24	4001	under conditions of idleness that inevitably invite further senility	under conditions of neglect that exacerbate mental deterioration		Housing Authorities
24	4002	elderly persons of low income	persons who are elderly and of low income		Housing Authorities
24	4002	elderly	who are elderly		Housing Authorities
24	4003	elderly persons of low income	persons who are elderly and of low income		Housing Authorities
24	4008	elderly persons	persons who are elderly		Housing Authorities
24	4008	elderly persons of low income	persons who are elderly and of low income		Housing Authorities
24	4010	elderly persons of low income	persons who are elderly and of low income		Housing Authorities
24	4302	disabled or elderly persons	persons who have a disability or are elderly		Municipal and Regional Planning and Development
24	4412	handicap or disability	disability		Municipal and Regional Planning and Development
24	5091	the disabled	persons with a disability		Public Transportation
24	5091	population in poverty	population of people who are in		Public Transportation

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
			poverty		
24	5091	mobility-limited population	population of people who have limited mobility		Public Transportation
24	5091	elderly population	population who are elderly		Public Transportation
24	5092	the elders	persons who are elderly		Public Transportation
24	123-902	insane	a person with a psychiatric disability		Town of Hardwick
24	207-5	insanity	psychiatric disability		Village of Bellows Falls
24	215-902	is insane	a person with a psychiatric disability		Village of Derby Center
24	219-29	insane	person with a psychiatric disability		Village of Enosburg Falls
24	235-75	insane	person with a psychiatric disability		Village of Ludlow
24	235-92	insane	person with a psychiatric disability		Village of Ludlow
24	257-210	mental disability	intellectual disability		Village of Northfield
24	261-29	insane	person with a psychiatric disability		Village of Orleans
24	5-1201	senior citizens	persons who are elderly		City of Montpelier
26	721	lesions, diseases, disorders, or deficiencies	lesions, diseases or disabilities		Dentists and Dental Hygienists
26	1311	defect, or abnormal	disability, or non-typical		Medicine
26	1354	habitual drunkenness	substance abuse		Medicine
26	1446	elderly, handicapped or low income individuals	persons with disabilities, who are frail or have low income		Medicine
26	1751	mentally ill individuals	individuals with a psychiatric disability		Osteopathy
26	3261	preventions of such disorders	preventions of such disabilities		Clinical Mental Health Counselors
26	3261	mental illness and dysfunctional behavior	psychiatric disabilities and dysfunctional behavior		Clinical Mental Health Counselors

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
		mental and emotional	psychiatric disabilities and		Clinical Mental Health
26	3261	disorders	emotional disorders		Counselors
26	3281	hearing impaired person	person who is hearing impaired		Hearing Aid Dispensers
26	3295	the hearing impaired	people who are hearing impaired		Hearing Aid Dispensers
26	3351	client	individual receiving treatment		Occupational Therapists and Occupational Therapy A
26	4031	nervous and mental disorders, whether cognitive, affective or behavioral	developmental and mental disorders, whether cognitive, affective or behavioral	definition	Marriage and Family Therapists
26	4451	hearing impaired individuals	individuals who are hearing impaired		Speech-Language Pathologists and Audiologists
26	4451	hearing impaired person	person who is hearing impaired		Speech-Language Pathologists and Audiologists
26	4464	patient or client	patient		Speech-Language Pathologists and Audiologists
27	143	is insane	experiences a psychiatric disability		Estates of Homestead
27	143	has been sane	has been without a psychiatric disability		Estates of Homestead
27	143	spouse insane	spouse with a psychiatric disability		Estates of Homestead
27	143	insane wife or husband	wife or husband with a psychiatric disability		Estates of Homestead
27	1331	the handicapped or infirmed	persons with disabilities or who have an infirmity		Condominium Ownership Act
27	1331	elder tenant	tenant who is elderly	definition	Condominium Ownership

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
					Act
27	1331	handicapped tenant	tenant with a disability	definition	Condominium Ownership Act
27	1333	elderly and handicapped tenants	tenants who are elderly or have a disability		Condominium Ownership Act
28	702	mental illness	psychiatric disability		Supervision of Adult Inmates at the Correctional Facility
28	808	diagnosed as suffering from a terminal or debilitating condition	diagnosed with a terminal or debilitating condition		Supervision of Adult Inmates at the Correctional Facility
28	906	mental retardation	intellectual disabilities ("intellectual disabilities" replaces what was previously known as "mental retardation")	definition	Supervision of Adult Inmates at the Correctional Facility
28	906	mental illness	psychiatric disability	definition	Supervision of Adult Inmates at the Correctional Facility
28	906	mental illness or disorder	psychiatric disability or disorder		Supervision of Adult Inmates at the Correctional Facility
28	907	developmental services waiver	developmental disabilities home and community based services		Supervision of Adult Inmates at the Correctional Facility
28	907	is suffering from mental illness or disorder	has a psychiatric disability or disorder		Supervision of Adult Inmates at the Correctional Facility
28	907	mental retardation	intellectual disability		Supervision of Adult Inmates at the Correctional Facility

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
28	907	mental illness or disorder	psychiatric disability or disorder		Supervision of Adult Inmates at the Correctional Facility
28	907	chemical dependence	substance abuse		Supervision of Adult Inmates at the Correctional Facility
28	502a	who is diagnosed as suffering from a terminal or debilitating condition	who is diagnosed as having a terminal or debilitating condition		Supervision of Adult Inmates at the Correctional Facility
30	7059	elderly individuals	individuals who are elderly		Enhanced 911 Emergency Services
30	218a	the deaf, hearing impaired and speech impaired community	community of people who are deaf, hearing impaired and/or have speech limitations		Powers and Duties of Department of Public Service
30	218a	deaf, deaf-blind, hearing impaired persons, speech impaired persons	persons who are deaf, deaf-blind, have a hearing impairment, speech limitations		Powers and Duties of Department of Public Service
30	218a	the hard of hearing or speech impaired community	the community for people who are hard of hearing or have speech limitations		Powers and Duties of Department of Public Service
31	1002	disease or injury suffered while serving	disease or injury received while serving	Chapter needs to be renamed	Leisure Time and Benefits for the Elderly
31	1002	the elderly	people who are elderly	Chapter needs to be renamed	Leisure Time and Benefits for the Elderly
31	209c	elderly program representatives	representatives from programs for people who are elderly		Powers and Duties of Department of Public Service
32	1591	mental patients	patients with a psychiatric disability		Fees and Costs
32	1591	mental health clients	people receiving mental health		Fees and Costs

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
			services		
32	5822	elderly and permanently totally disabled credit	credit for people who are elderly and permanently disabled		Income Taxes
32	6061	who is the claimant's parent or disabled adult child;	or adult child with a disability		Homestead Property Tax Income Sensitivity Adjustment
32	6061	an eligible person with a developmental disability	a person who is eligible who has a developmental disability		Homestead Property Tax Income Sensitivity Adjustment
32	6061	claimant who is disabled	claimant who has a disability		Homestead Property Tax Income Sensitivity Adjustment
32	8911	permanent handicapped person	person with a permanent disability		Taxation and Finance
32	9202	home for the aged	home for people who are elderly	definitions	Meals and Rooms Tax
33	104	department of prevention, assistance, transition	[department of "PATH" no longer exists - current reference is DCF]	department no longer exists (current reference is DCF)	Department of Prevention, Assistance, Transition
33	504	hearing impaired	have a hearing impairment	,	Disabilities, Aging and Independent Living Program
33	504	visually impaired	have a visual impairment		Disabilities, Aging and Independent Living Program
33	504	developmentally disabled persons	persons with developmental disabilities		Disabilities, Aging and Independent Living Program
33	701	sick persons	persons who are sick		Office of Alcohol and Drug

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
					Abuse
33	1501	the blind	people who are blind		Special Services for the Blind
33	1501	bind persons	person who are blind	Chapter name should be changed to person first language	Special Services for the Blind
33	1502	the blind	persons who are blind		Special Services for the Blind
33	1502	blind persons	persons who are blind		Special Services for the Blind
33	1502	aged and helpless blind	persons who are elderly and blind		Special Services for the Blind
33	1502	the blind and otherwise handicapped persons	persons who blind are otherwise disabled		Special Services for the Blind
33	1823	physical or mental health condition	physical or mental condition		Public-Private Universal Health Care System
33	1823	mental illness	psychiatric disability		Public-Private Universal Health Care System
33	1904	injury, illness, or disease suffered by an individual	injury, illness or disease experienced by an individual		Medical Assistance
33	1910	has suffered an illness or disease	has an illness or disease		Medical Assistance
33	1910	has suffered an injury, illness or disease	has an injury, illness or disease		Medical Assistance
33	1951	ICF/MR	ICF/ID	definition	Medical Assistance
33	1951	mental retardation	intellectual disability	definition	Medical Assistance

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
33	1951	intermediate care facility for the mentally retarded	intermediate care facility for people with intellectual disabilities [then at the end of the definition add] '("intellectual disability" replaces what was previously known as "mental retardation")'	definition	Medical Assistance
33	1951	the terminally ill	persons who are terminally ill		Medical Assistance
33	1955	ICF/MR	ICF/ID		Medical Assistance
33	1974	mental illness	psychiatric disability		Medical Assistance
33	2074	elderly individuals and individuals with disabilities	individuals who are elderly or have disabilities		Medical Assistance
33	2078	elderly Vermonters and Vermonters with disabilities	Vermonters who are elderly or have disabilities		Medical Assistance
33	6321	an elderly or disabled Medicaid eligible individual	a Medicaid eligible individual who is elderly or has a disability		Home Care Programs
33	6321	a permanently, severely disabled individual	an individual who has a permanent and severe disability		Home Care Programs
33	6321	the elderly	who are elderly		Home Care Programs
33	6902	an elderly or disabled adult	a person who is elderly or has a disability		Reports of Abuse, Neglect, and Exploitation of Vulnerable Adults
33	6902	an elderly or disabled adult	an adult who is elderly or has a disability	definition	Reports of Abuse, Neglect, and Exploitation of Vulnerable Adults
33	6902	is impaired due to brain damage, infirmities of aging or a physical, mental or developmental disability	has a disability due to brain damage, infirmities of aging, or a physical, psychiatric or developmental disability		Reports of Abuse, Neglect, and Exploitation of Vulnerable Adults

Title	Section	Offensive Wording	Replacement Wording	Comments	Chapter
33	6903	intermediate care facility for adults with mental retardation	intermediate care facility for adults with intellectual disabilities		Reports of Abuse, Neglect, and Exploitation of Vulnerable Adults
33	6912	elderly, disabled, or vulnerable adults	adults who are elderly, have a disability or are vulnerable		Reports of Abuse, Neglect, and Exploitation of Vulnerable Adults
33	7102	mental or physical disability	developmental or physical disability		Regulations of Long-Term Care Facilities
33	7102	dying people	persons who are dying		Regulations of Long-Term Care Facilities
33	7102	injured, disabled, or sick persons	persons who are injured, have a disability or are sick		Regulations of Long-Term Care Facilities
33	7102	the sick or injured	persons who are sick		Regulations of Long-Term Care Facilities
33	7102	the terminally ill	persons who are terminally ill		Regulations of Long-Term Care Facilities
33	7102	mental illness	psychiatric disability		Regulations of Long-Term Care Facilities
33	7103	the terminally ill	persons who are terminally ill		Regulations of Long-Term Care Facilities
33	7105	the terminally ill	persons who are terminally ill		Regulations of Long-Term Care Facilities
33	7107	the terminally ill	persons who are terminally ill		Regulations of Long-Term Care Facilities
33	1901b	elderly and disabled Vermonters	Vermonters who are elderly or have a disability		Medical Assistance
33	2501a	the elderly	people who are elderly		Home Weatherization Assistance Program